



**Semi-Annual Report
on
Female and Minority Employment**

January 1 – June 30, 2011

**Personnel Cabinet
January 2012**



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TIM LONGMEYER
SECRETARY

January 18, 2012

The Honorable Steve Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, I am submitting to you the enclosed Semi-Annual Report on Female and Minority Employment for the six-month period of January 1 through June 30, 2011. This report reflects the overall minority and female employment utilization for the Executive Branch as well as figures for each of the various cabinets.

Since 2004, the long-term hiring goal for minorities and females has been 10% and 52.42% respectively. Through these goals, your Administration continues its focus on increasing representation in employment by race, ethnicity and gender and developing a Kentucky State Government workforce that reflects the racial and gender demographics of the citizens we serve.

This is the first Semi-Annual Report on Female and Minority Utilization compiled with data from the new Kentucky Human Resources Information System (KHRIS). The Office of Diversity & Equality and the Office of Employee Management have worked to ensure that the updated reporting most accurately reflects the racial and gender makeup of the Executive Branch.

The total number of state employees as of June 30, 2011, was 33,512. Currently, the Commonwealth of Kentucky employs 2,927 minorities and 16,492 females. This represents a utilization percentage of 8.73% for minorities and 49.21% for females. The data in this report reflects a slight decrease in both utilization percentages from the previous reporting period of 0.14% in minority employment and 0.12% in female employment.

The Personnel Cabinet and the Cabinet for Health and Family Services continue to exceed the overall goals for both minority and female employment. While the Economic Development Cabinet, Labor Cabinet, Education Cabinet and General Government exceed the goal for female employment. In this report you will find overall and categorical utilization data for each of the various cabinets in addition to charts denoting utilization trends over several reporting periods.

(Page 1 of 2)



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The Personnel Cabinet, through its Office of Diversity and Equality (ODE), is committed to assisting agencies through providing training in the areas of diversity and EEO. ODE continues to develop specific and targeted consultations for the various cabinets in hopes of reaching full utilization.

Sincerely,

Tim Longmeyer, Personnel Secretary
Enclosure: Semi-Annual Report January 1 – June 30, 2011

STATEMENT OF PURPOSE

Office of Diversity & Equality

The Office of Diversity & Equality (ODE), in the Commonwealth of Kentucky's Personnel Cabinet, is committed to ensuring greater diversity within state government. Kentucky Revised Statute 18.A 138(4) directs the Personnel Cabinet to produce this Semi-Annual Report on Minority & Female Employment in order to provide state officials with a progress assessment of the Commonwealth's Affirmative Action Plan. The data in this report reflects the degree of workforce diversity within state government.

The Affirmative Action Plan of the Commonwealth of Kentucky provides the state with utilization goals for female and minority employment. Currently, these goals are set at 52.42% and 10%, respectively, based on Kentucky population data from the 2000 Census. The purpose of this Semi-Annual Report on Female & Minority Employment is to provide a snapshot of workforce realities in comparison to the established goals.

The Office of Diversity & Equality produces this report, as well as diversity and EEO training for the various cabinets, in order to promote and sustain a workforce that reflects the diversity found within the Commonwealth. Success in securing a diverse workforce is a legal, economic and moral imperative. This report should allow the various cabinets to assess their plans for the recruitment, retention and promotion of minorities and women.

Report Structure and Methodology

For the first time, the data included in this Semi-Annual Report on Female & Minority Employment was provided by the Kentucky Human Resources Information System (KHRIS). The data is broken down into three groups: total employment, minority employment and female employment.

Within this report, one will find graphic representations of the data provided by KHRIS, beginning with an overview of the statewide progress, followed by a snapshot of minority and female utilization numbers for the various cabinets.

Notes on Reading the Utilization Tables

1. The Commonwealth Utilization Tables (page 8), and the tables compiled for each of the various cabinets, consists of twelve columns. The column categories are abbreviated to provide maximum use of space on the pages that follow. The categories found on the Commonwealth Utilization Table, from left to right, are (abbreviations in parenthesis used in the report):
 - Job Category
 - Total Number of Employees (TOT EMPLS)
 - Number of Minorities Employed (MIN)
 - Percentage of Minorities Employed (% MIN)
 - Projected Minority Utilization Goals (MIN PROJ % GOAL)
 - Number of Minority Hires Needed to Reach Goal (# MIN NEEDED)

- Minority Utilization Average for All Employers in the State (STATE MIN AVG)¹
 - Number of Females Employed (FEM)
 - Percentage of Females Employed (% FEM)
 - Projected Female Utilization Goals (FEM PROJ % GOAL)
 - Number of Female Hires Needed to Reach Goal (# FEM NEEDED)
 - Female Utilization Average for All Employers in the State (STATE FEM AVG)²
2. Rows 2-10 on the Commonwealth Utilization Table, and the tables compiled for each of the various cabinets, represent the EEO Job Categories found within state government. There are nine possible categories - for a description of each EEO Job Category ***SEE APPENDIX I.***
 3. Rows 11-13 provide totaled information for overall analysis. These rows include:
 - TOTAL (the sum of all data found in the various columns)
 - JUNE 2010 TOTAL (the totals from the previous reporting period)
 - CHANGES (the differences between the current total and the total from the previous reporting period)
 4. Color coding is used to highlight certain useful information for readers.
 - Green (utilization goal met)

Cabinet Utilization Tables

Also included in this report are snapshots of the overall minority and female utilization numbers for each cabinet as well as a breakdown for the various EEO Job Categories.

Trend Charts

Provided in this report are charts representing minority and female utilization over designated periods of time. Charts for total Commonwealth utilization (pages 15 and 16) measure utilization goals and semi-annual data for minority and female employment, respectively, dating back to the December 1998 Semi-Annual Report on Female & Minority Employment. Trend charts are also included for the various cabinets, representing data from June 2007 (the last reporting period of the previous administration).³

¹ These statewide utilization averages for all employers (public and private) have been taken from the 2000 Census Bureau website. Similar information from the 2010 Census yet to be released. The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. The impact of including this data, which includes sixteen and seventeen year olds, on this analysis is unknown. One could assume that this particular age group would affect the numbers of certain EEO categories not included in this report, such as Sales Workers and Laborers & Helpers.

² *IBID*

³ Trend charts for two cabinets, Labor and Public Projection, provide information dating back to June 2008, the first reporting period after the creation of these cabinets.

During the compilation of this report, unlike previous reports, data on minority and female employee separations were reviewed to 1.) give further, more detailed, explanation for any numerical decrease in employment and 2.) identify any areas of disparity within state government employment practices. To date, no blatant disparities have been identified. Nevertheless, ODE will continue to review this information on a semi-annual basis, in conjunction with this report, to help state government take a proactive approach to ensuring no disparities develop in the future.

COMMONWEALTH UTILIZATION TABLE

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG ⁱ	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	2,788	191	6.85%	10.00%	87.8	6.1%	1,155	41.43%	52.42%	306.5	37.7%
EEO GRP 2: PROFESSIONAL	16,684	1,447	8.67%	10.00%	221.4	8.4%	9,630	57.72%	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	1,727	118	6.83%	10.00%	54.7	8.2%	612	35.44%	52.42%	293.3	62.9%
EEO GRP 4: PROTECT SERV WRKR	3,354	241	7.19%	10.00%	94.4	10.6%	546	16.28%	52.42%	1,212.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	2,441	360	14.75%	10.00%	0	8.3%	1,824	74.72%	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	2,113	175	8.28%	10.00%	36.3	9.3%	1,743	82.49%	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	2,472	121	4.89%	10.00%	126.2	5.8%	141	5.7%	52.42%	1,154.8	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1,933	247	14.17%	10.00%	0	14.7%	841	43.51%	52.42%	172.3	64.1%
EEO GRP 9: OTHER	--	--	--	10.00%	--	--	--	--	52.42%	--	--
TOTAL	33,512	2,927	8.73%	10.00%	424.2		16,492	49.21	52.42%	1,075	
DECEMBER 2010 TOTAL	32,439	2,878	8.87%	10.00%	365.9		16,003	49.33%	52.42%	1,001.5	
CHANGES	1,073	49	-0.14%		58.3		489	-0.12%		73.5	



Utilization Goals Met



June 2011 Totals



December 2010 Totals



Columns represent
utilization percentages for
all employers in the state



Columns represent
numbers from the
Commonwealth

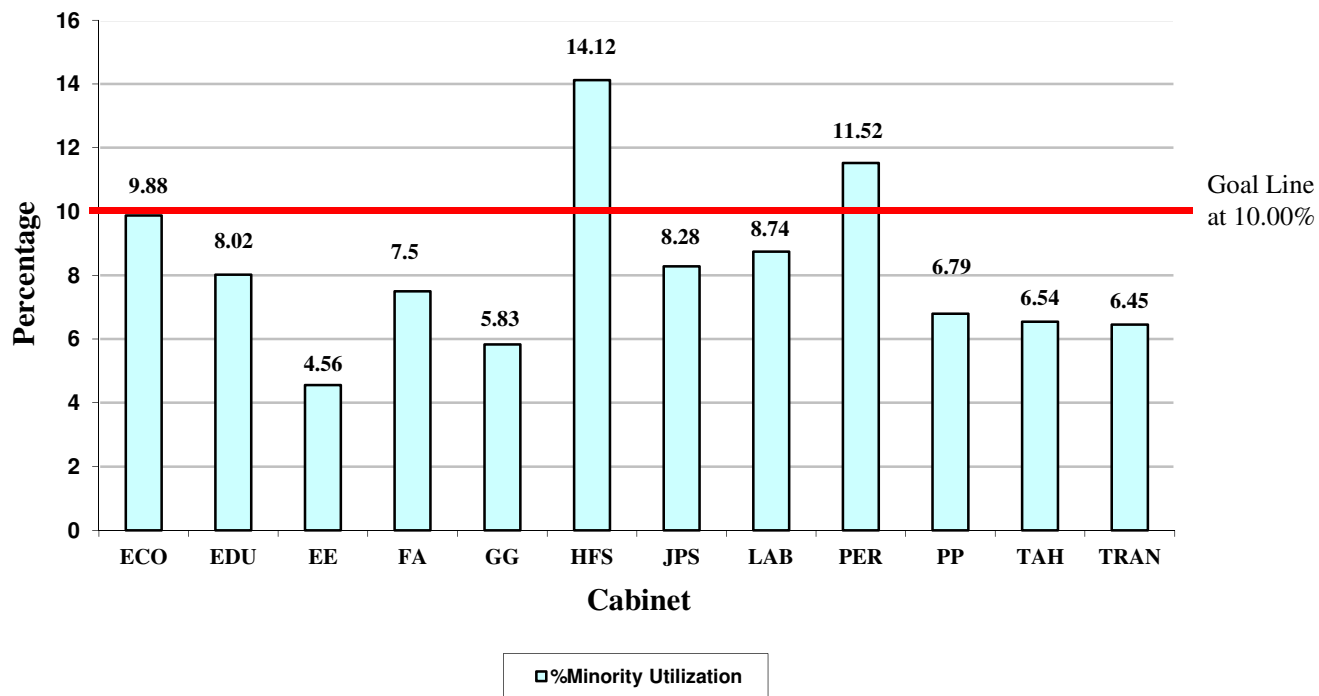


Changes in numbers between
December 2010 and June
2011

OVERALL CABINET GOAL ATTAINMENT

- **Cabinets meeting both minority and female utilization goals:**
 - Health & Family Services Cabinet
 - Personnel Cabinet
- **Cabinets meeting minority utilization goals:**
 - Health & Family Services Cabinet (**14.12%**)
 - Personnel Cabinet (**11.52%**)
- **Cabinets meeting female utilization goals:**
 - Economic Development Cabinet (**59.26%**)
 - Education Cabinet (**60.32%**)
 - General Government (**61.40%**)
 - Health & Family Services Cabinet (**79.65%**)
 - Labor Cabinet (**55.40%**)
 - Personnel Cabinet (**73.27%**)

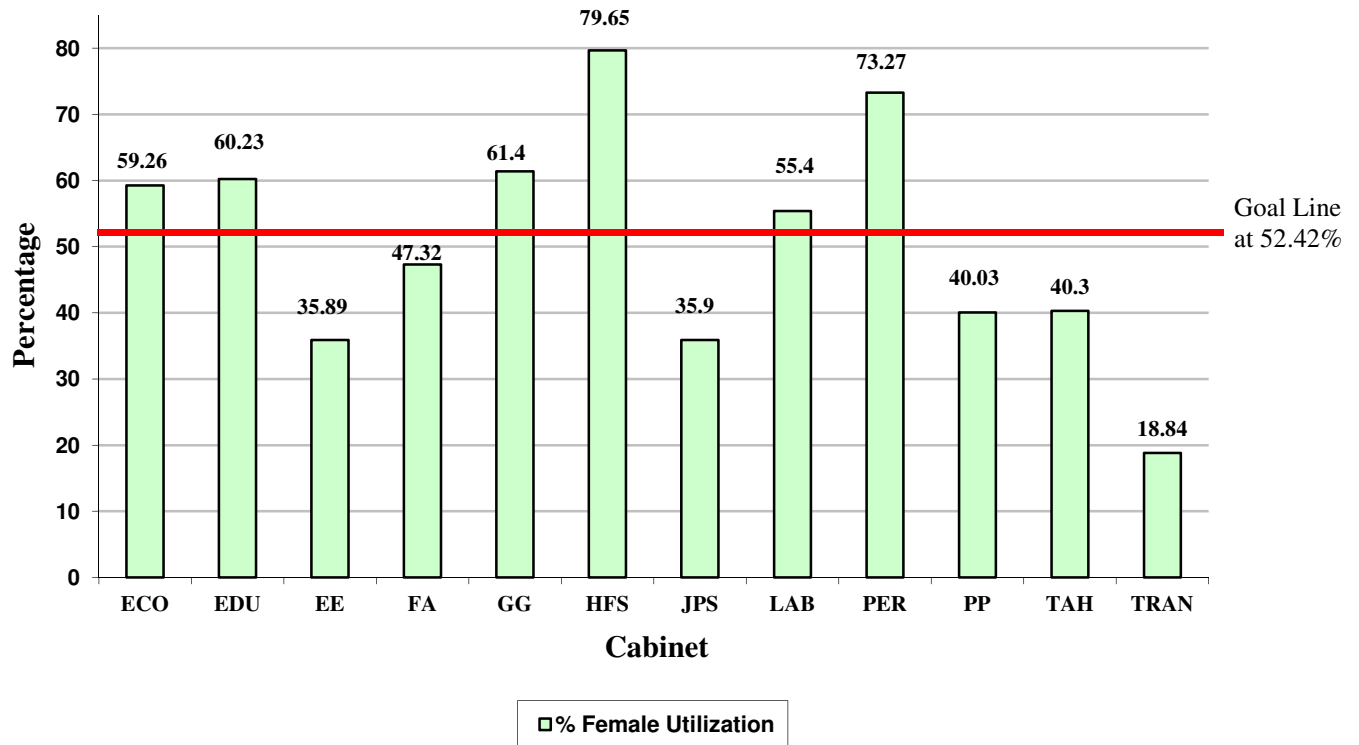
MINORITY UTILIZATION BY CABINET



CABINETS

ECO	- Economic Development
EDU	- Education & Workforce Development
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

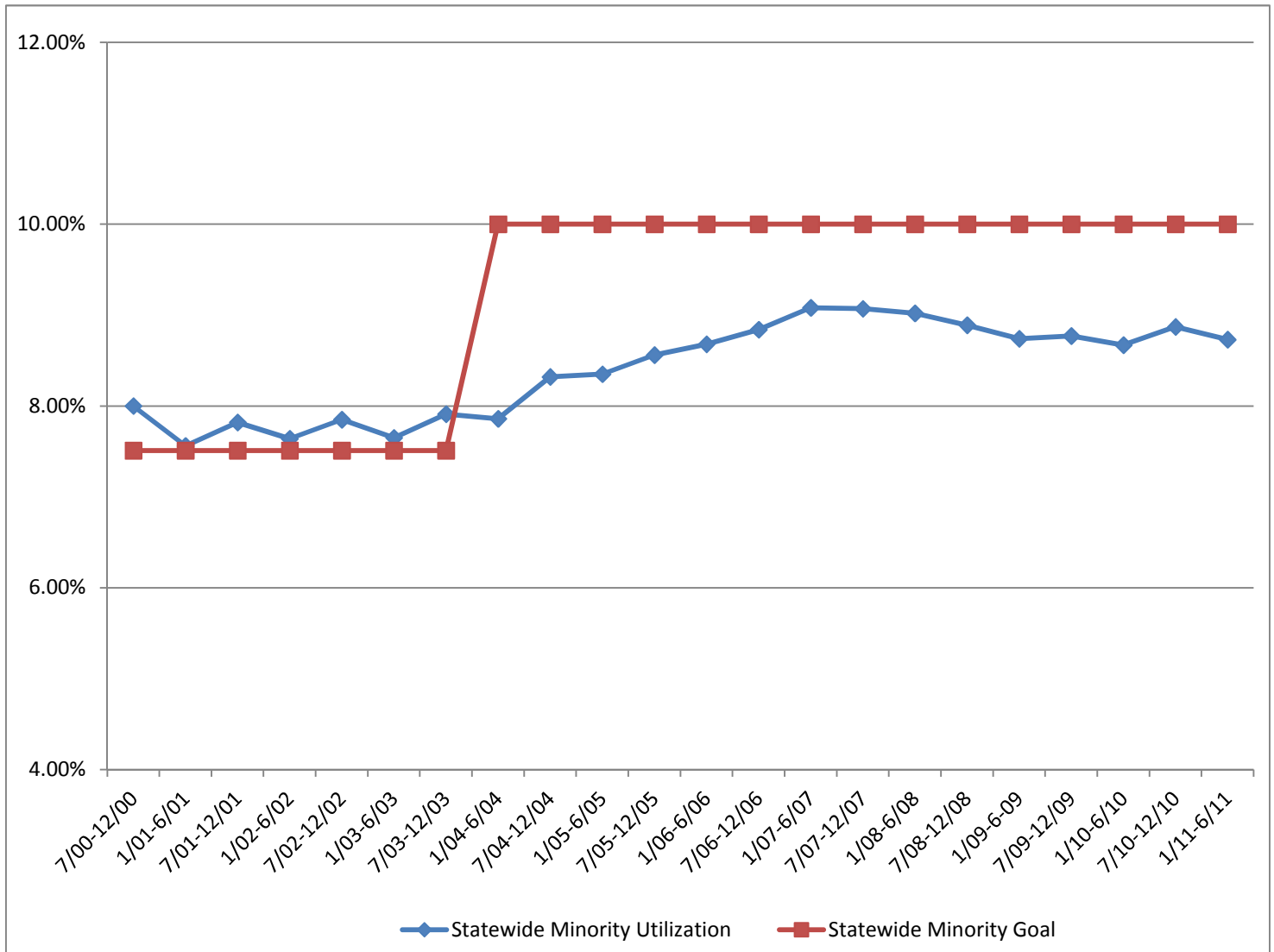
FEMALE UTILIZATION BY CABINET



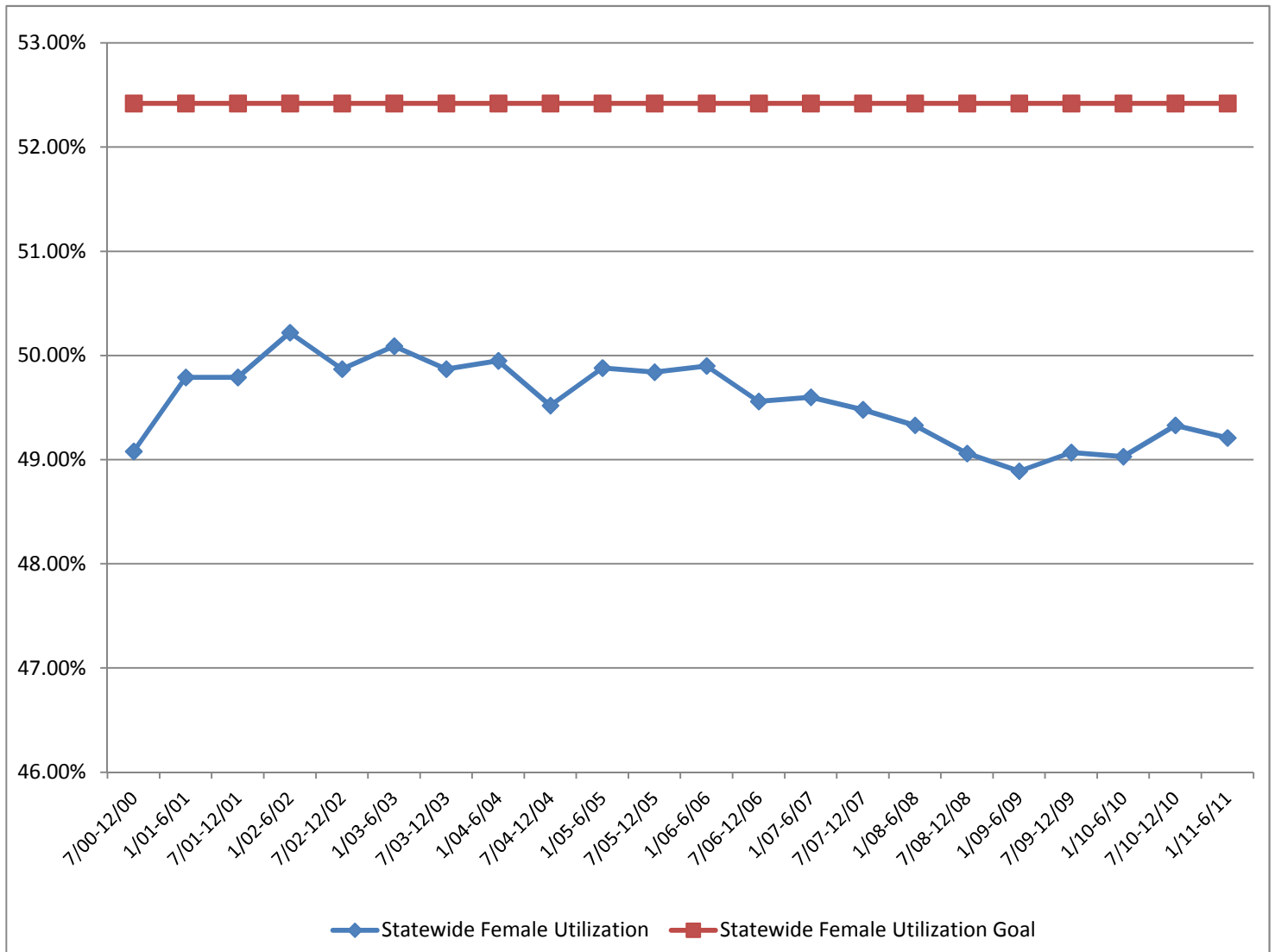
CABINETS

ECO	- Economic Development
EDU	- Education
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
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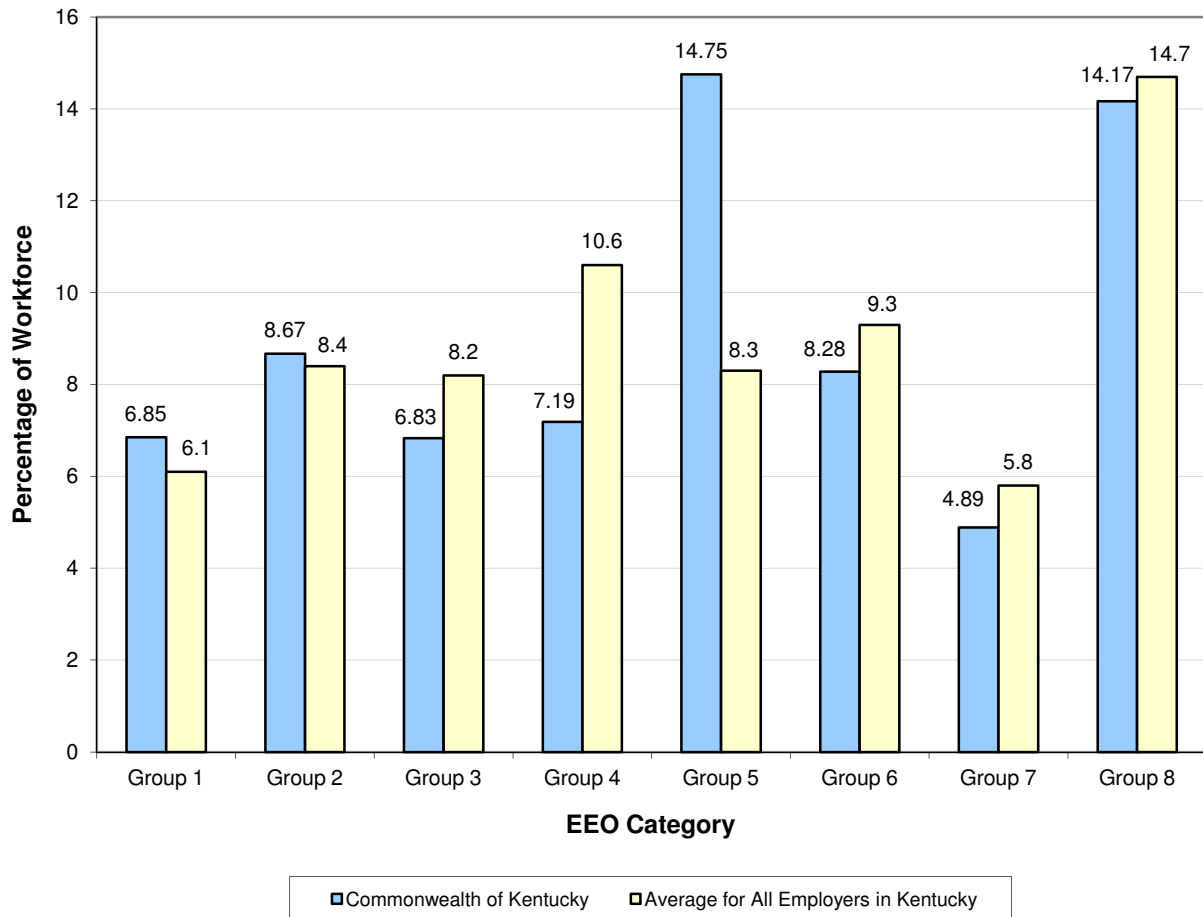
MINORITY UTILIZATION TREND FOR DECEMBER 2000 – JUNE 2011



FEMALE UTILIZATION TREND FOR DECMEBER 2000 – JUNE 2011



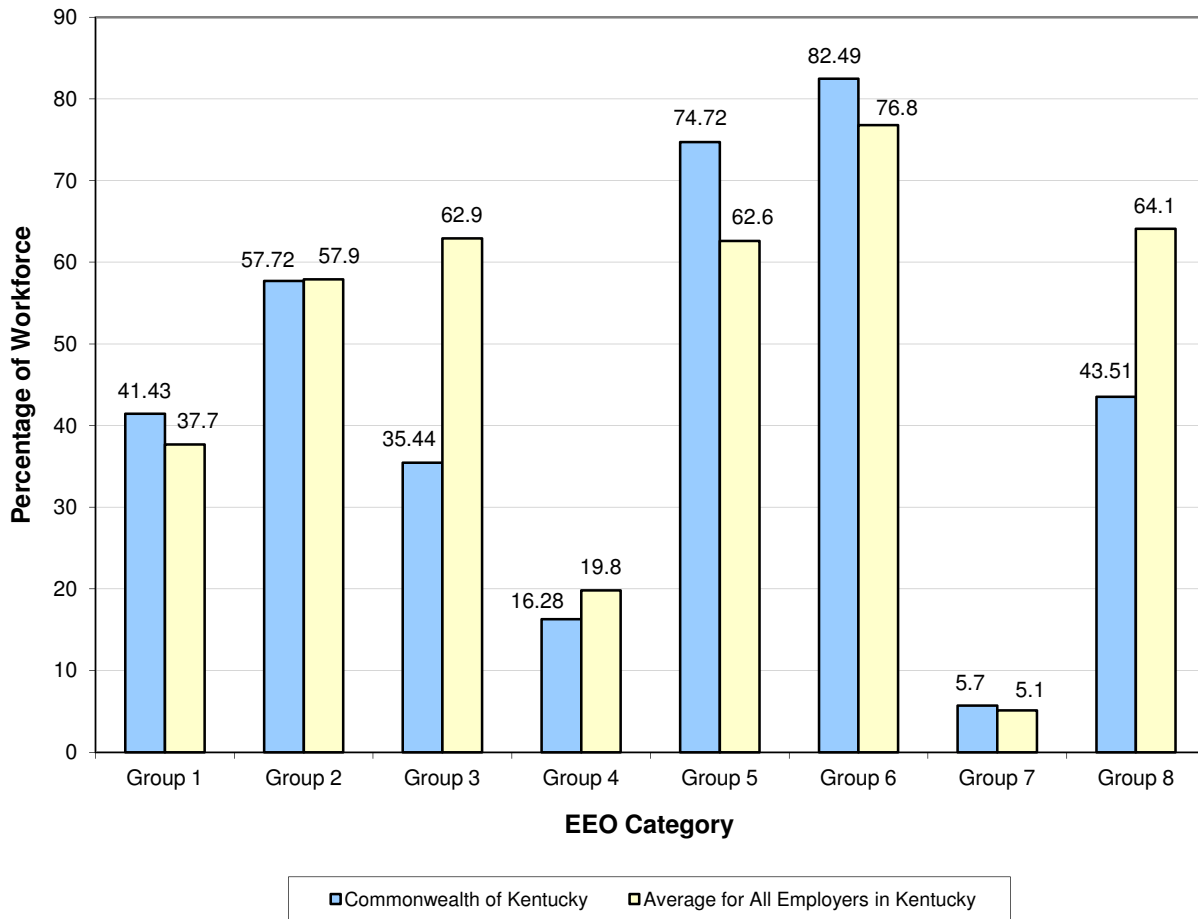
COMMONWEALTH MINORITY UTILIZATION
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁴



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁴ The overall state minority utilization by EEO Category is found on the US Census Bureau's EEO Data Tool (2008). More up to date data is expected to be published this year.

COMMONWEALTH FEMALE UTILIZATION
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁵



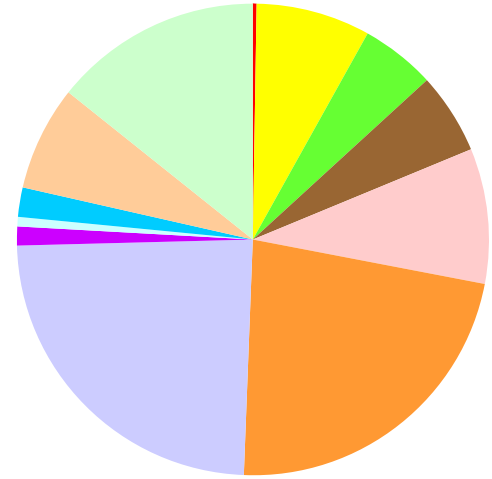
- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁵ The overall state female utilization by EEO Category is found on the US Census Bureau's EEO Data Tool (2008). More up to date data is expected to be published this year.

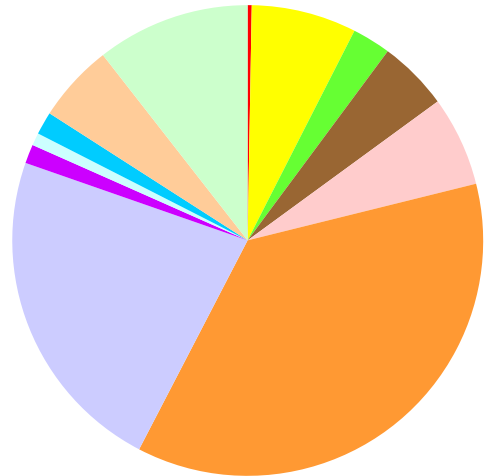
PERCENTAGE OF STATE EMPLOYMENT

Cabinet	% Overall Employment	% Minority Employment	% Female Employment
ECO	0.24%	0.27%	0.29%
EDU	7.85%	7.21%	9.62%
EE	5.11%	2.66%	3.72%
FA	5.57%	4.78%	5.35%
GG	9.26%	6.18%	11.56%
HFS	22.59%	36.52%	36.56%
JUS	23.96%	22.72%	17.48%
LAB	1.30%	1.30%	1.46%
PER	0.65%	0.85%	0.96%
PP	2.02%	1.57%	1.64%
TAH	7.17%	5.36%	5.87%
TRAN	14.28%	10.56%	5.47%

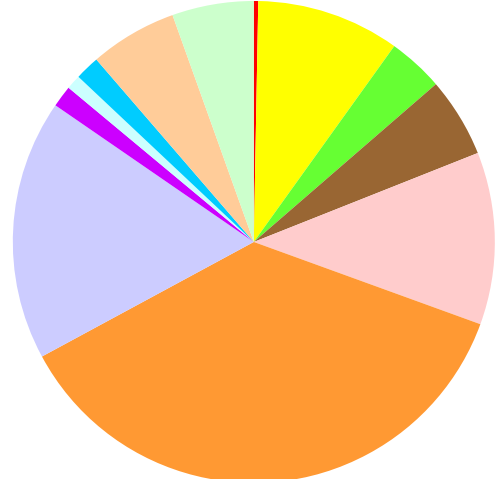
% of Overall Employment



% of Minority Employment



% of Female Employment



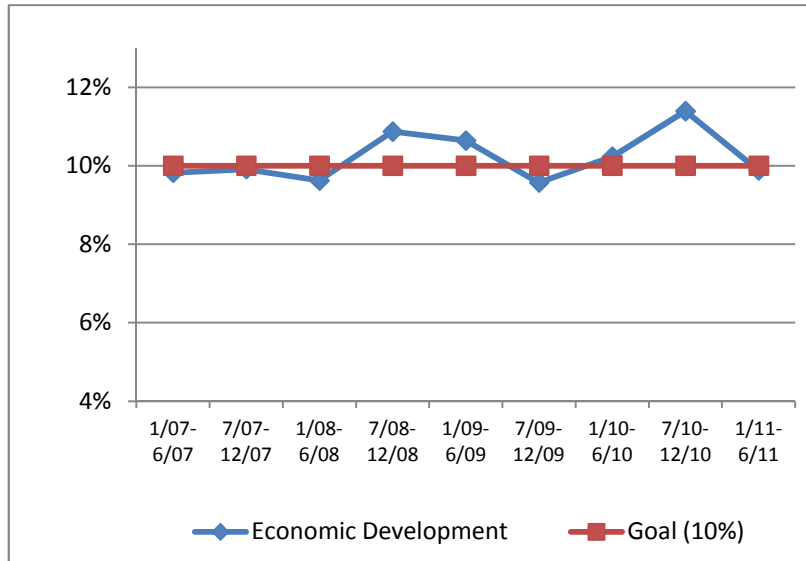
CABINET UTILIZATION

ECONOMIC DEVELOPMENT CABINET

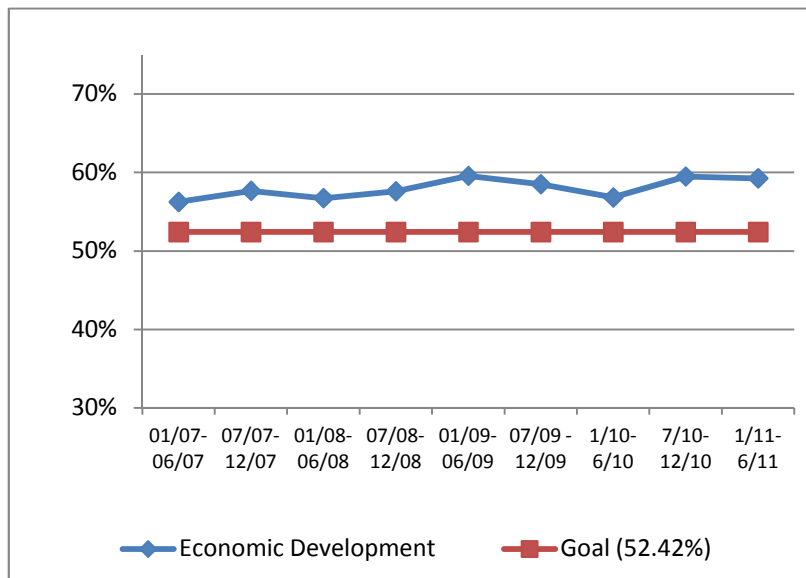
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	26	2	7.69	10.00%	0.6	6.1%	9	34.62	52.42%	4.6	37.7%
EEO GRP 2: PROFESSIONAL	46	5	10.87	10.00%	0	8.4%	32	69.57	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	2	0	0.0	10.00%	0.2	8.2%	1	50	52.42%	0.53	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0.0	10.00%	0.1	8.3%	1	100	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	4	0	0.0	10.00%	0.4	9.3%	1	100	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	1	0	0.0	10.00%	0.1	5.8%	4	100	52.42%	0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1	1	100	10.00%	0	14.7%	0	0.0	52.42%		64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	81	8	9.88%	10.00%	0.1		48	59.26%	52.42%	0.0	
DECEMBER 2010 TOTAL	79	9	11.39%	10.00%	0.0		47	59.49%	52.42%	0.0	
CHANGES	2	-1			0.1		1	-0.23		0	

Economic Development Minority Utilization Trend



Economic Development Female Utilization Trend

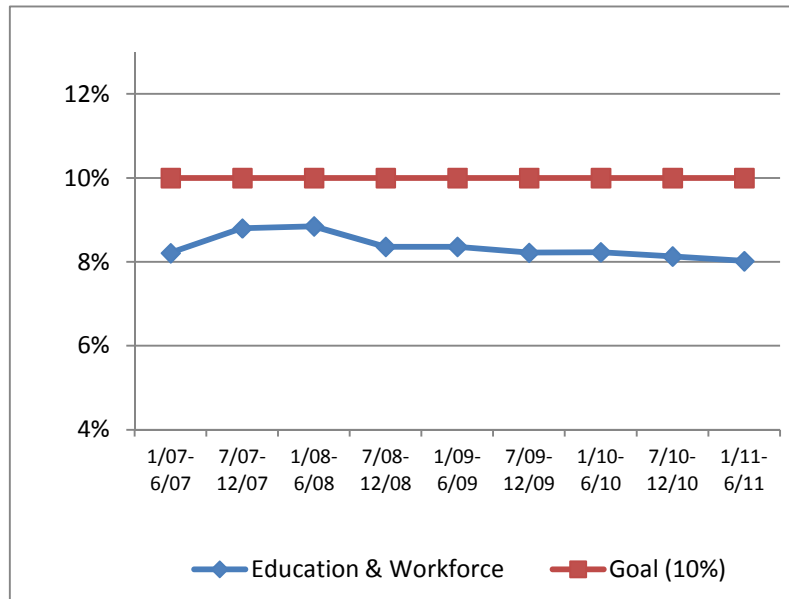


EDUCATION & WORKFORCE DEVELOPMENT CABINET

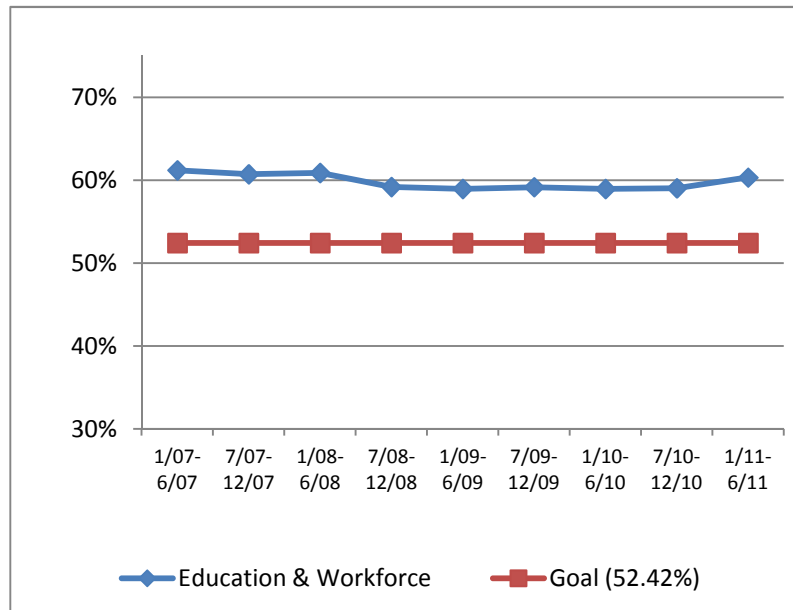
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	302	31	10.26	10.00%	0	6.1%	173	57.28	52.42%	0	37.7%
EEO GRP 2: PROFESSIONAL	1,922	137	7.13	10.00%	55.2	8.4%	1,164	60.56	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	85	9	10.59	10.00%	0	8.2%	53	62.35	52.42%	0	62.9%
EEO GRP 4: PROTECT SERV WRKR	7	0	0	10.00%	0.7	10.6%	1	14.29	52.42%	2.7	19.8%
EEO GRP 5: PARA PROFESSIONAL	70	10	14.29	10.00%	0	8.3%	46	65.71	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	118	11	9.32	10.00%	0.8	9.3%	111	94.07	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	15	1	6.67	10.00%	0.5	5.8%	1	6.67	52.42%	6.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	112	12	10.71	10.00%	0	14.7%	38	33.93	52.42%	20.7	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,631	211	8.02%	10.00%	52.1		1,587	60.32%	52.42%	0.0	
DECEMBER 2011 TOTAL	2,595	211	8.13%	10.00%	50.3		1,532	59.04%	52.42%	0.0	
CHANGES	36	0	-0.11%		1.8		55	1.28%		0	

Education & Workforce Development Minority Utilization Trend



Education & Workforce Development Female Utilization Trend

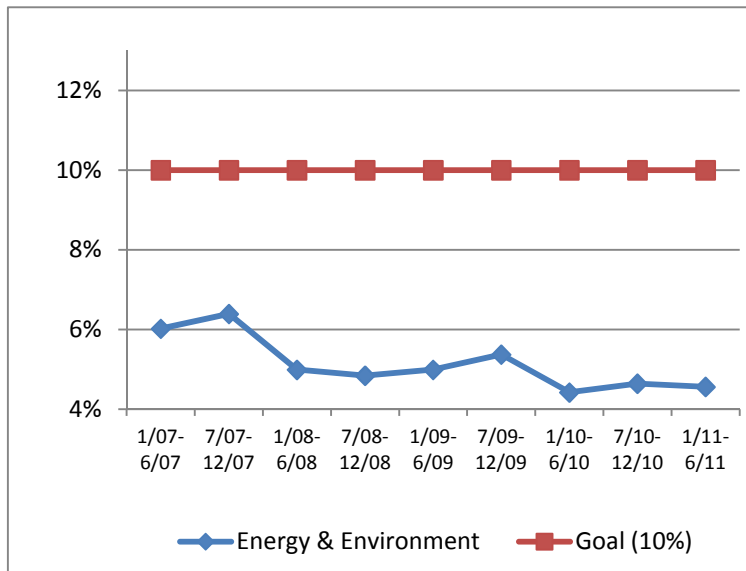


ENERGY & ENVIRONMENT CABINET

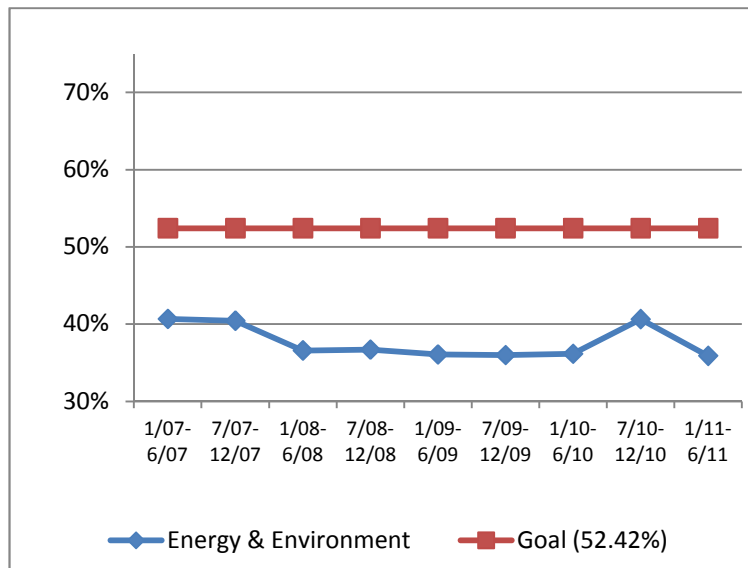
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	258	11	4.26	10.00%	14.8	6.1%	80	31.01	52.42%	55.2	37.7%
EEO GRP 2: PROFESSIONAL	1,249	60	4.8	10.00%	64.9	8.4%	484	38.75	52.42%	170.7	57.9%
EEO GRP 3: TECHNICIANS	149	5	6.36	10.00%	9.9	8.2%	19	12.75	52.42%	59.1	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	8	0	0	10.00%	0.8	8.3%	5	62.5	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	27	2	7.41	10.00%	0.7	9.3%	21	77.78	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	14	0	0	10.00%	1.4	5.8%	5	35.71	52.42%	2.3	5.1%
EEO GRP 8: SERVICE MAINTENANCE	6	0	0	10.00%	0.6	14.7%	0	0	52.42%	3.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,711	78	4.56%	10.00%	93.1		614	35.89%	52.42%	282.9	
DECEMBER 2010 TOTAL	1,680	78	4.62%	10.00%	90		599	35.65%	52.42%	281.7	
CHANGES	31	0	-0306		3.1		15	0324		1.2	

Energy & Environment Minority Utilization Trend



Energy & Environment Female Utilization Trend

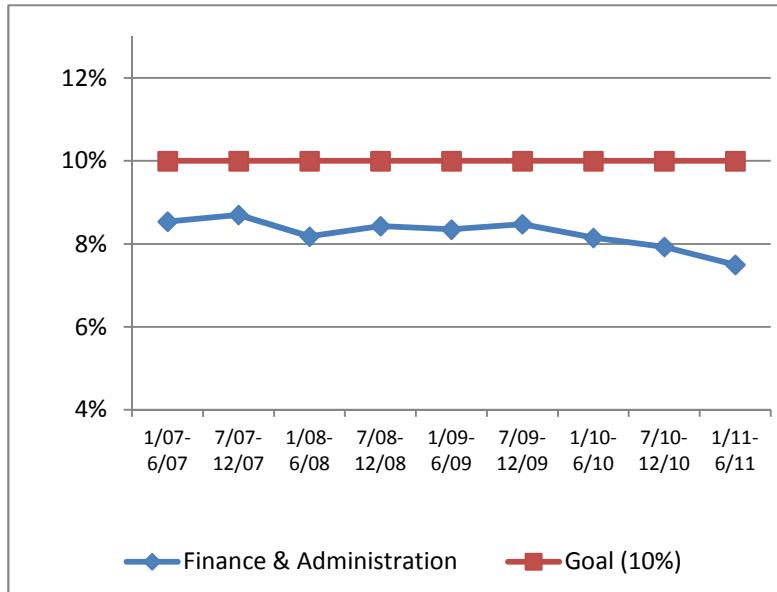


FINANCE & ADMINISTRATION CABINET

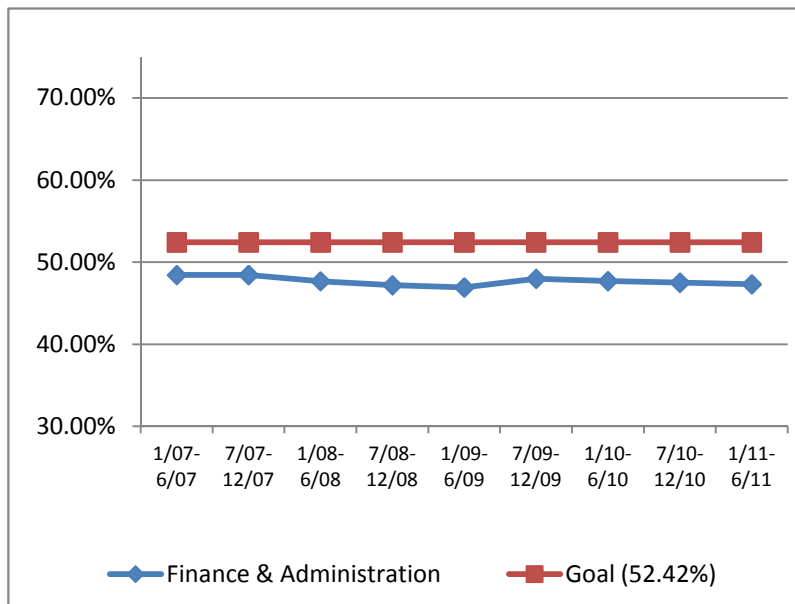
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	299	24	8.03	10.00%	5.9	6.1%	119	39.8	52.42%	37.7	37.7%
EEO GRP 2: PROFESSIONAL	1,042	71	6.81	10.00%	33.2	8.4%	580	55.66	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	221	18	8.14	10.00%	4.1	8.2%	75	33.94	52.42%	40.8	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	-	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	49	5	10.2	10.00%	0	8.3%	30	61.22	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	98	12	12.24	10.00%	0	9.3%	60	61.22	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	114	2	1.75	10.00%	9.4	5.8%	5	4.39	52.42%	54.8	5.1%
EEO GRP 8: SERVICE MAINTENANCE	43	8	18.6	10.00%	0	14.7%	14	32.56	52.42%	8.5	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,866	140	7.5%	10.00%	46.6		883	47.32%	52.42%	95.2	
DECEMBER 2010 TOTAL	1,867	148	7.93%	10.00%	38.7		877	47.51%	52.42%	100.7	
CHANGES	-1	8	-0.43%		7.9		6	-0.19%		-5.5	

Finance & Administration Minority Utilization Trend



Finance & Administration Female Utilization Trend

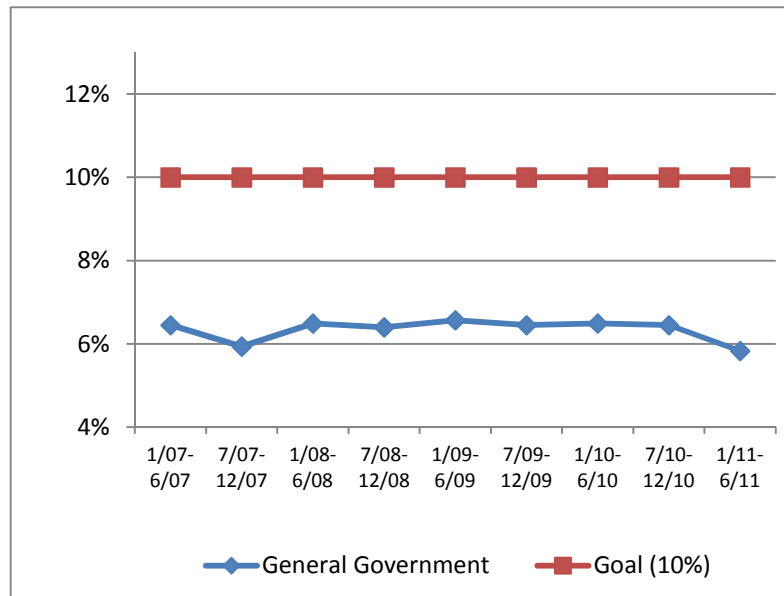


GENERAL GOVERNMENT

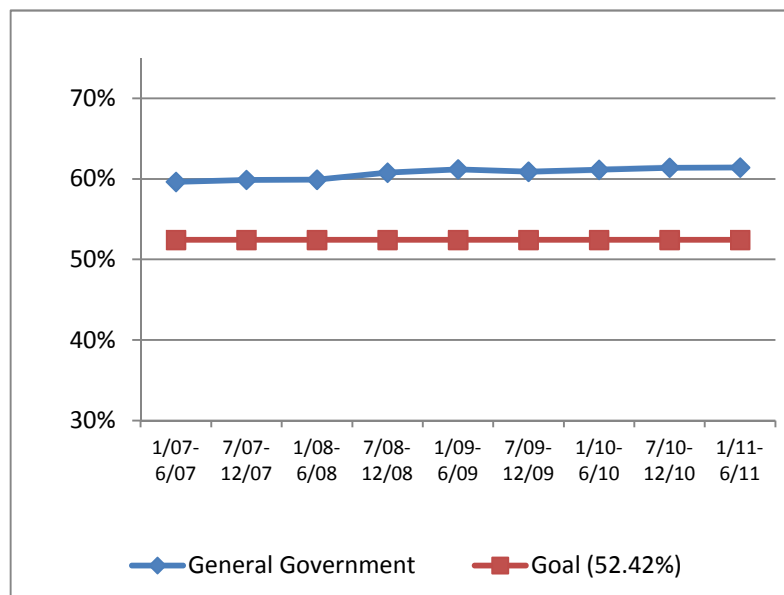
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	308	19	6.17	10.00%	11.8	6.1%	121	39.29	52.42%	40.5	37.7%
EEO GRP 2: PROFESSIONAL	1,522	75	4.93	10.00%	77.2	8.4%	829	54.47	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	231	7	3.03	10.00%	16.1	8.2%	120	51.95	52.42%	1.1	62.9%
EEO GRP 4: PROTECT SERV WRKR	69	7	10.14	10.00%	0	10.6%	15	21.74	52.42%	21.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	299	40	13.38	10.00%	0	8.3%	274	91.64	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	434	14	3.23	10.00%	29.4	9.3%	415	95.62	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	49	5	10.2	10.00%	0	5.8%	12	24.49	52.42%	13.7	5.1%
EEO GRP 8: SERVICE MAINTENANCE	192	14	7.29	10.00%	5.2	14.7%	120	62.5	52.42%	0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	3,104	181	5.83%	10.00%	129.4		1,906	61.4%	52.42%	0.0	
DECEMBER 2010 TOTAL	2,683	173	6.45%	10.00%	95.3		1,647	61.39%	52.42%	0.0	
CHANGES	421	8	-0.62%		34.1		259	0.01%		0	

General Government Minority Utilization Trend



General Government Female Utilization Trend

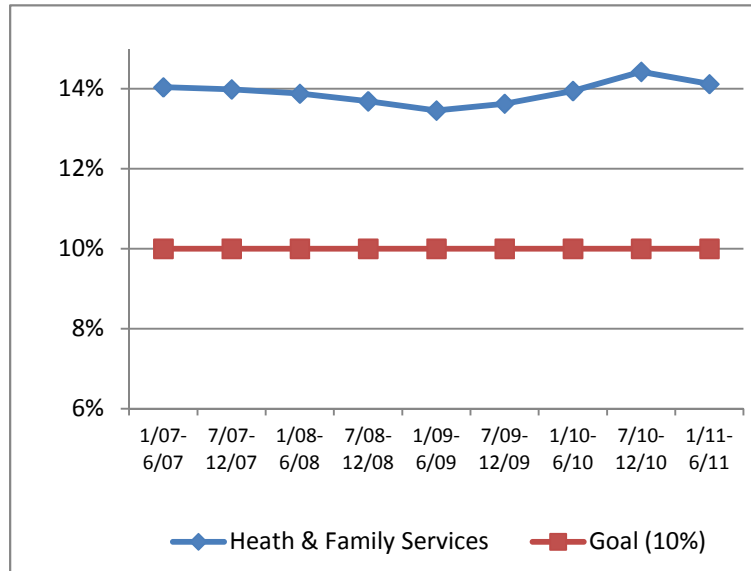


HEALTH & FAMILY SERVICES CABINET

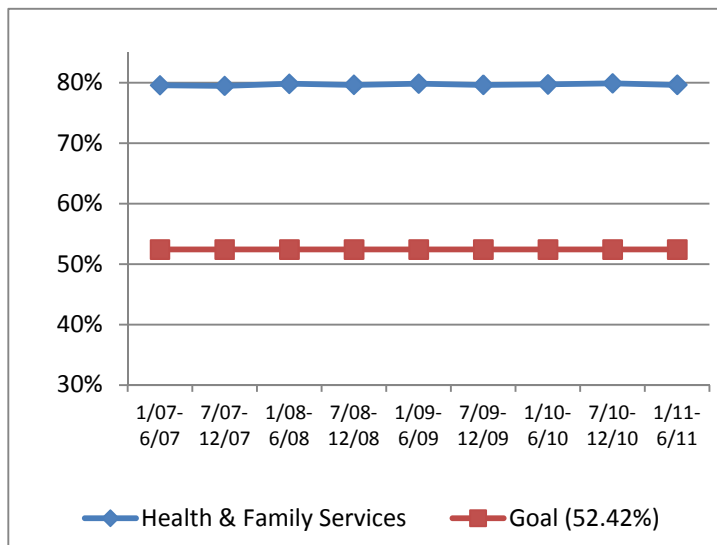
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	433	35	8.08	10.00%	8.3	6.1%	278	64.2	52.42%	0	37.7%
EEO GRP 2: PROFESSIONAL	4,429	522	11.79	10.00%	0	8.4%	3,553	80.22	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	155	19	12.26	10.00%	0	8.2%	95	61.29	52.42%	0	62.9%
EEO GRP 4: PROTECT SERV WRKR	84	15	17.86	10.00%	0	10.6%	27	32.14	52.42%	17	19.8%
EEO GRP 5: PARA PROFESSIONAL	1,570	266	16.94	10.00%	0	8.3%	1,335	85.03	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	557	65	11.67	10.00 %	0	9.3%	534	95.87	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	59	6	10.17	10.00%	0	5.8%	11	18.64	52.42%	19.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	284	141	49.65	10.00%	0	14.7%	197	69.37	52.42%	0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,571	1,069	14.12%	10.00%	0.0		6,030	79.65%	52.42%	0.0	
DECEMBER 2010 TOTAL	7,602	1,097	14.43%	10.00%	0.0		6,074	79.90%	52.42%	0.0	
CHANGES	-31	-28	-0.31		0		44	-0.25		0	

Health & Family Services Minority Utilization Trend



Health & Family Services Female Utilization Trend

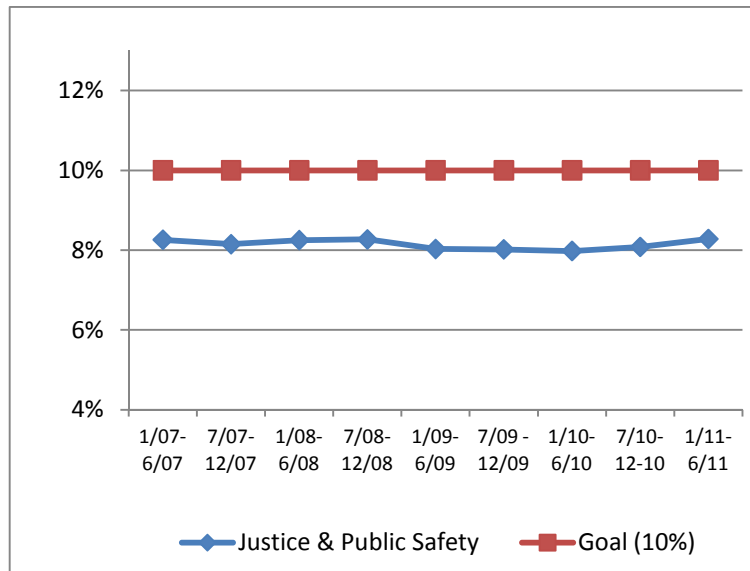


JUSTICE & PUBLIC SAFETY CABINET

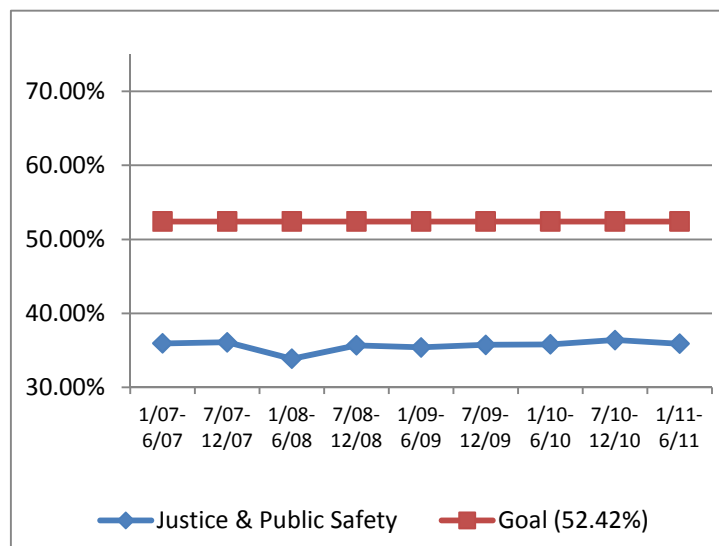
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	404	40	9.9	10.00%	0.4	6.1%	159	39.36	52.42%	52.8	37.7%
EEO GRP 2: PROFESSIONAL	3,478	343	9.86	10.00%	4.8	8.4%	1,631	46.89	52.42%	192.2	57.9%
EEO GRP 3: TECHNICIANS	212	12	5.66	10.00%	9.2	8.2%	110	51.89	52.42%	1.1	62.9%
EEO GRP 4: PROTECT SERV WRKR	2,984	212	7.1	10.00%	86.4	10.6%	490	16.42	52.42%	1,074.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	141	29	20.57	10.00%	0	8.3%	56	39.72	52.42%	17.9	62.6%
EEO GRP 6: OFFICE & CLERICAL	539	23	4.27	10.00%	30.9	9.3%	383	71.06	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	210	5	2.38	10.00%	16	5.8%	39	18.57	52.42%	71.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	62	1	1.61	10.00%	5.2	14.7%	15	24.19	52.42%	17.5	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	8,030	665	8.28%	10.00%	138		2,883	35.9%	52.42%	1,326.4	
DECEMBER 2010 TOTAL	7,905	639	8.08%	10.00%	151.5		2,877	36.39%	52.42%	1,266.9	
CHANGES	125	26			-13.5		6	-0.49%		59.5	

Justice & Public Safety Minority Utilization Trend



Justice & Public Safety Female Utilization Trend

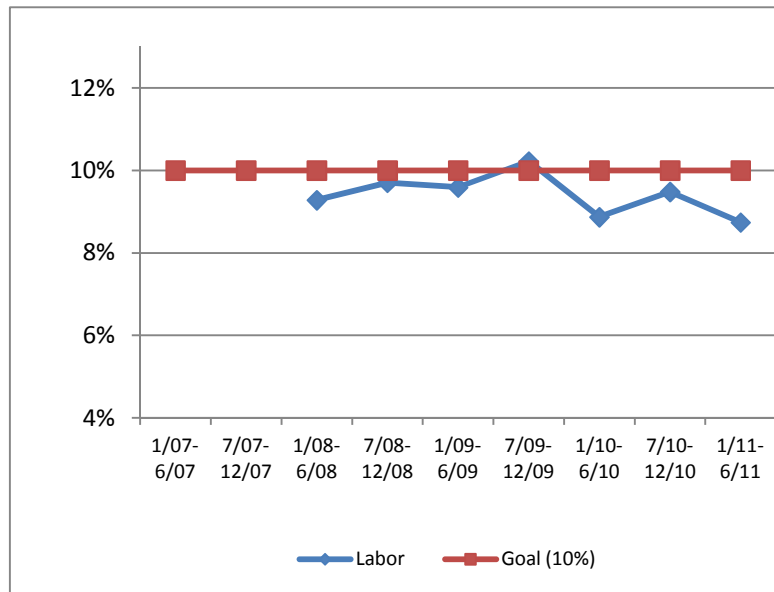


LABOR CABINET

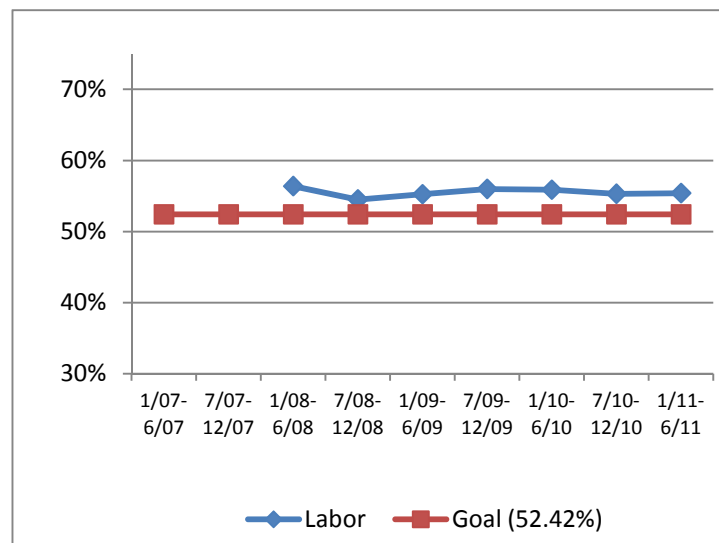
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	63	2	3.17	10.00%	4.3	6.1%	36	57.14	52.42%	0	37.7%
EEO GRP 2: PROFESSIONAL	273	27	9.89	10.00%	0.3	8.4%	143	52.38	52.42%	0.1	57.9%
EEO GRP 3: TECHNICIANS	39	8	20.51	10.00%	0	8.2%	15	38.46	52.42%	5.4	62.9%
EEO GRP 4: PROTECT SERV WRKR	11	0	0	10.00%	1.1	10.6%	2	18.18	52.42%	3.8	19.8%
EEO GRP 5: PARA PROFESSIONAL	16	0	0	10.00%	1.6	8.3%	15	93.75	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	27	1	3.7	10.00%	1.7	9.3%	27	100	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0	10.00%	0.2	5.8%	1	50	52.42%	0.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	4	0	0	10.00%	0.4	14.7%	2	50	52.42%	0.1	64.1%
EEO GRP 9: OTHER	-	--	--	--	--	--	--	--	--	--	--
TOTAL	435	38	8.74%	10.00%	5.5		241	55.4%	52.42%	0.0	
DECEMBER 2010 TOTAL	443	42	9.48%	10.00%	2.3		245	55.30%	52.42%	0.0	
CHANGES	-8	-4	-0.74%		3.2		-4	-0.10%		0	

Labor Minority Utilization Trend⁶



Labor Female Utilization Trend⁷



⁶ The Labor Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

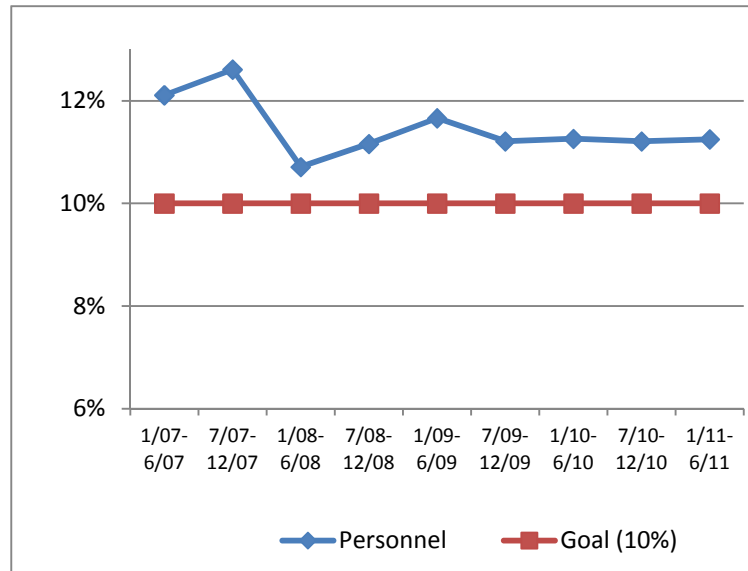
⁷ *Ibid...*

PERSONNEL CABINET

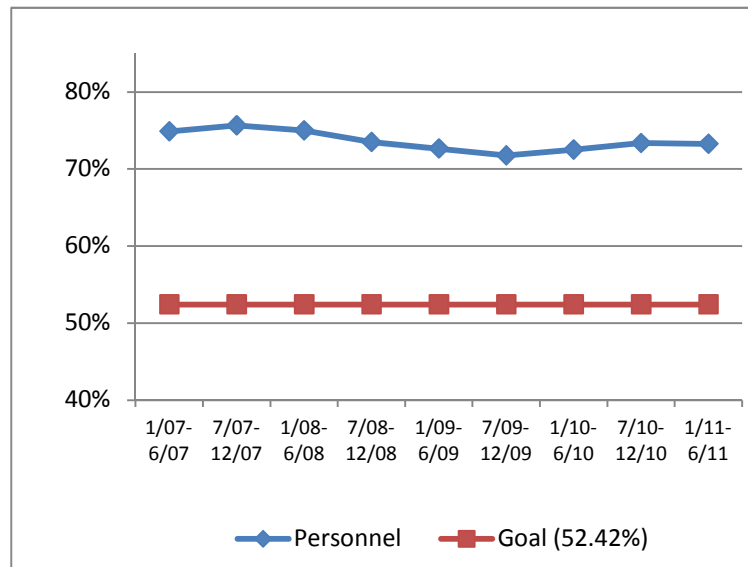
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	41	3	7.32	10.00%	1.1	6.1%	20	48.78	52.42%	1.5	37.7%
EEO GRP 2: PROFESSIONAL	159	20	12.58	10.00%	0	8.4%	128	80.5	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	12	2	16.67	10.00%	0	8.2%	7	58.33	52.42%	0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0	10.00%	0.1	8.3%	1	100	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	4	0	0	10.00%	0.4	9.3%	3	75	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	217	25	11.52%	10.00%	0.0		159	73.27%	52.42%	0.0	
DECEMBER 2010 TOTAL	214	24	11.21%	10.00%	0.0		157	73.36%	52.42%	0.0	
CHANGES	3	1	0.31%		0		2	-0.09%		0	

Personnel Minority Utilization Trend



Personnel Female Utilization Trend

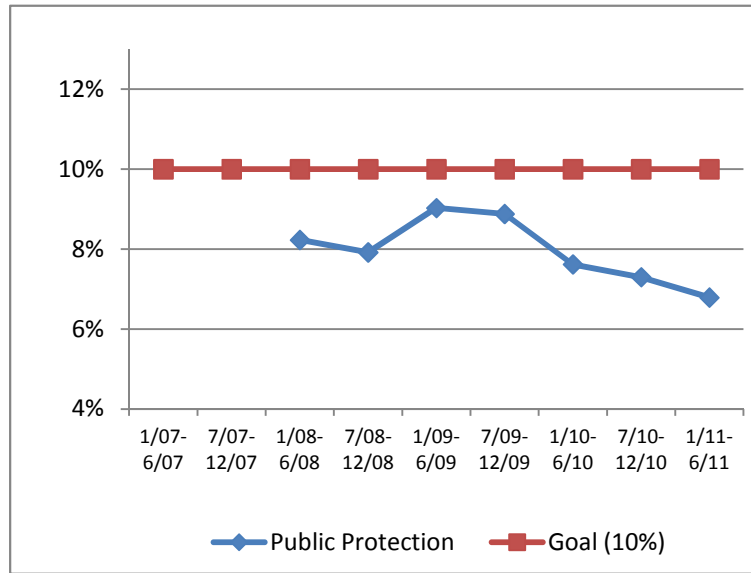


PUBLIC PROTECTION CABINET

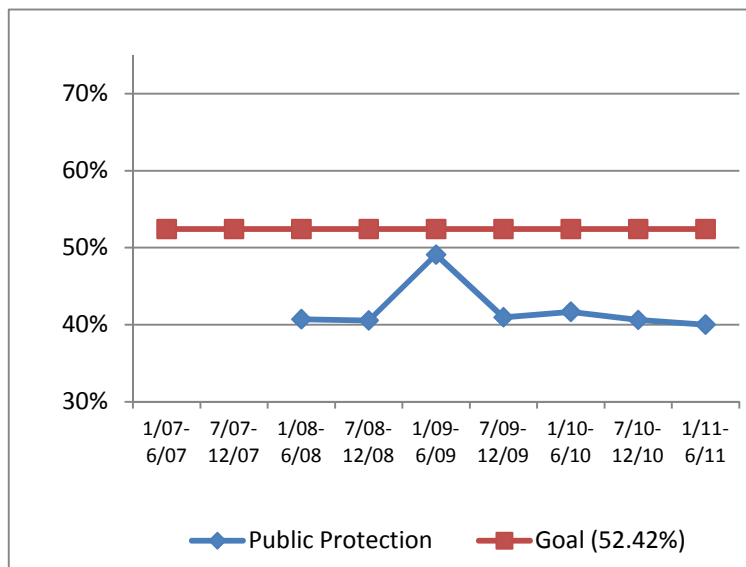
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	120	9	7.5	10.00%	3	6.1%	39	32.5	52.42%	23.9	37.7%
EEO GRP 2: PROFESSIONAL	328	28	8.54	10.00%	4.8	8.4%	192	58.54	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	171	8	4.68	10.00%	9.1	8.2%	21	12.28	52.42%	68.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	4	0	0	10.00%	0.4	8.3%	4	100	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	15	0	0	10.00%	1.5	9.3%	12	80	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	36	0	0	10.00%	3.6	5.8%	3	8.33	52.42%	15.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	3	1	33.33	10.00%	0	14.7%	0	0	52.42%	1.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	677	46	6.79%	10.00%	21.7		271	40.03%	52.42%	83.9	
DECEMBER 2010 TOTAL	630	46	7.30%	10.00%	17		256	40.63%	52.42%	74.3	
CHANGES	37	0	-0.51%		4.7		15	-0.6%		9.6	

Public Protection Minority Utilization Trend⁸



Public Protection Female Utilization Trend⁹



⁸ The Public Protection Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

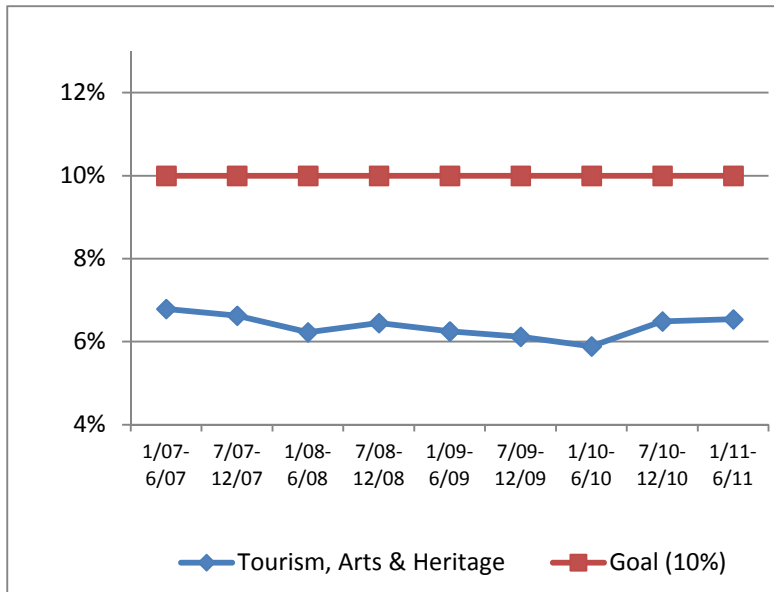
⁹ *Ibid...*

TOURISM, ARTS & HERITAGE CABINET

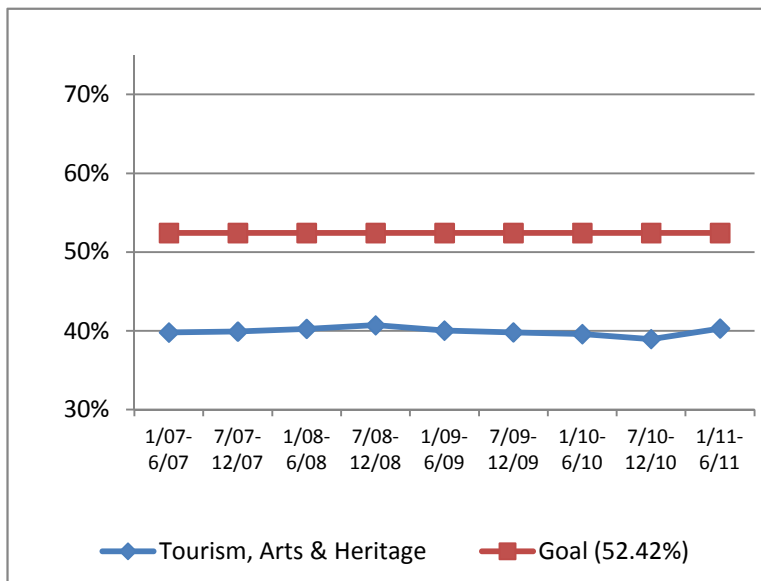
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	202	8	3.96	10.00%	12.2	6.1%	60	29.7	52.42%	45.9	37.7%
EEO GRP 2: PROFESSIONAL	559	37	6.62	10.00%	18.9	8.4%	283	50.63	52.42%	10	57.9%
EEO GRP 3: TECHNICIANS	63	5	7.94	10.00%	1.3	8.2%	19	30.16	52.42%	14	62.9%
EEO GRP 4: PROTECT SERV WRKR	194	7	3.61	10.00%	12.4	10.6%	10	5.15	52.42%	91.7	19.8%
EEO GRP 5: PARA PROFESSIONAL	187	3	1.6	10.00%	15.7	8.3%	38	20.32	52.42%	60	62.6%
EEO GRP 6: OFFICE & CLERICAL	160	9	5.63	10.00%		9.3%	118	73.75	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	252	9	3.57	10.00%		5.8%	21	8.33	52.42%	111.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	785	79	10.06	10.00%		14.7%	419	53.38	52.42%	0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,402	157	6.54%	10.00%	83.2		968	40.3%	52.42%	291.2	
DECEMBER 2010 TOTAL	2,002	130	6.49%	10.00%	70.2		780	38.96%	52.42%	269.5	
CHANGES	400	27	0.05%		13		188	1.34%		21.7	

Tourism, Arts & Heritage Minority Utilization Trend



Tourism, Arts & Heritage Female Utilization Trend

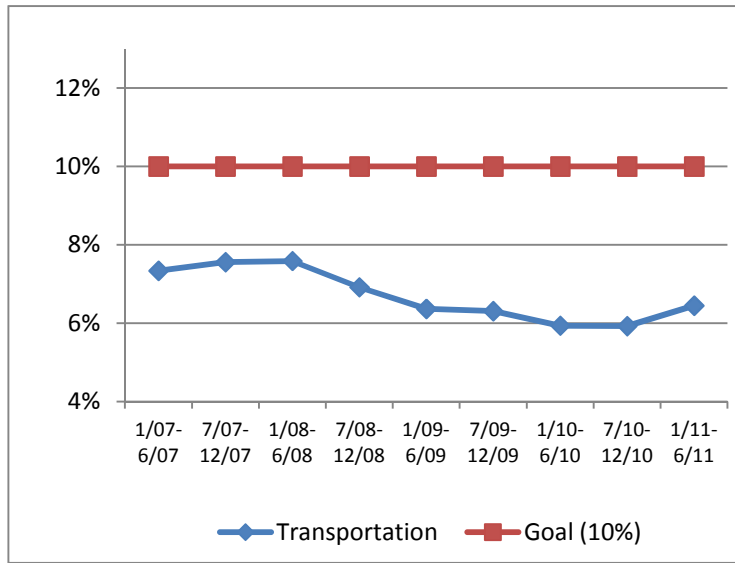


TRANSPORTATION CABINET

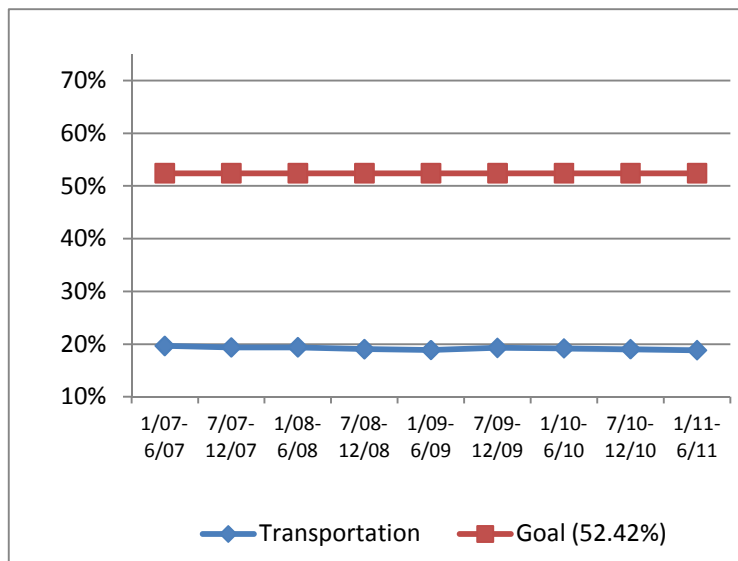
January – June 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	332	7	2.11	10.00%	26.2	6.1%	61	18.37	52.42%	113	37.7%
EEO GRP 2: PROFESSIONAL	1,677	122	7.27	10.00%	45.7	8.4%	611	36.43	52.42%	268.1	57.9%
EEO GRP 3: TECHNICIANS	387	25	6.46	10.00%	13.7	8.2%	77	19.9	52.42%	125.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	5	0	0	10.00%	0.5	10.6%	1	20	52.42%	1.6	19.8%
EEO GRP 5: PARA PROFESSIONAL	95	7	7.37	10.00%	2.5	8.3%	19	20	52.42%	30.8	62.6%
EEO GRP 6: OFFICE & CLERICAL	130	38	29.23	10.00%	0	9.3%	5	42.31	52.42%	13.1	76.8%
EEO GRP 7: SKILLED WORKER	1,720	93	5.41	10.00%	79	5.8%	42	2.44	52.42%	859.6	5.1%
EEO GRP 8: SERVICE MAINTENANCE	441	17	3.85	10.00%	27.1	14.7%	36	8.16	52.42%	195.2	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	4,787	309	6.45%	10.00%	169.7		902	18.84%	52.42%	1,607.4	
DECEMBER 2010 TOTAL	4,739	281	5.93%	10.00%	192.9		902	19.03%	52.42%	1,582.2	
CHANGES	48	28	0.52%		-23.2		0	-0.19%		25.2	

Transportation Minority Utilization Trend



Transportation Female Utilization Trend



APPENDIX 1.

EEO Job Category Definitions

Group 1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode1.htm>

Group 2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode2.htm>

Group 3. Technicians: Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode3.htm>

Group 4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode9.htm>

Group 5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcodeb.htm>

Group 6. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers. To see job codes listed in this group visit:

<http://personnel.ky.gov/persadmin/info/eeocodes/skcode5.htm>

Group 7. Skilled Worker: Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers. To see job codes listed in this group visit:

<http://personnel.ky.gov/persadmin/info/eeocodes/skcode6.htm>

Group 8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcodea.htm>
